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ADMINISTRATIVE AND BUDGETARY ASPECTS OF THE FINANCING OF THE UNITED NATIONS PEACE-KEEPING OPERATIONS: FINANCING OF THE UNITED NATIONS PEACE-KEEPING OPERATIONS

Support account for peace-keeping operations

Report of the Secretary-General

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I. INTRODUCTION

1. By its resolution 47/218 of 23 December 1992, the General Assembly concurred with the observations and recommendations of the Advisory Committee on Administrative and Budgetary Questions contained in its report of 7 December 1992 (A/47/757).

2. The Advisory Committee's observations, particularly paragraphs 7 to 12, related, inter alia, to the use and operation of the support account as a mechanism for distributing the costs of overload posts among the peace-keeping operations and as a means by which the flexible mobilization of overload posts among various offices can be achieved in response to changing requirements. The Committee recommended that consideration be given to submitting annual budget estimates for the support account based on the costs of current peace-keeping operations which may be updated in the context of the submission of revised estimates, and to granting the Secretary-General a transitional period to assess the practicality and feasibility of proposing annual funding arrangements for overhead costs, including programme support, rental of office space and acquisition of equipment, on a pro rata basis for all peace-keeping operations.

3. Consequently, a report was submitted to the Advisory Committee on 8 July 1993 (A/CN.1/R.1176). Following its consideration of the report the Committee was of the opinion that, in view of the considerable expansion in the use of the support account, the report should be submitted to the General Assembly for consideration. Pending consideration of the report by the Assembly, the Advisory Committee, as an interim measure and to provide urgent relief to the offices concerned, concurred in charging the support account an amount of $4 million for the four-month period beginning 1 August 1993. This included, inter alia, provisions for 72 posts, the costs for the development of a situation room for peace-keeping operations, software enhancement, special equipment for the Medical Service and provisions for translation services. Annex XIII shows the apportionment of the $4 million.

4. In line with the Advisory Committee's recommendation, the present report is submitted to the General Assembly. It is intended, inter alia, to address the following:

(a) The feasibility and practicality of annualized budget estimates for supporting peace-keeping operations;

(b) The methodology for distributing the support costs among the peace-keeping operations and for the funding thereof.

II. ANNUALIZED BUDGET ESTIMATES

5. The concept of annualized budget estimates was examined in the light of the experience gained since 1 May 1990, the effective date on which the support account became operational. During the intervening period certain factors have had a profound impact on the Secretariat's capacity to respond to the demands of new peace-keeping and related activities, factors that have been borne in mind throughout this review.

6. These included, in the first instance, the notable increase in the number of ongoing peace-keeping and related operations. These operations have different mandate periods and in many cases the extensions have been a series of short, varying periods while others have had a number of expansions. Some of the operations have undergone a qualitative change, have become more complex and are taking on new dimensions beyond the traditional peace-keeping practice. The start-up of new operations still remains, at best, difficult to predict. This is not by any means an exhaustive review of the different characteristics of the various operations, but rather an intimation of some of the important variables at play.

7. Against the above background this report covers certain essential elements, which, if taken into account, might make the establishment of annualized budget estimates for the support account advantageous.

(a) Budget period

With a view to optimizing the preparation and review process of annualized budget estimates, it is suggested that consideration be given to the following:

(i) The annual budget year should cover the period from 1 January to 31 December;

(ii) The first annual budget estimate should be submitted to the General Assembly during its regular session preceding the start of the budget year in question;

(b) Resources

The provision of adequate resources to the Secretariat units directly supporting peace-keeping operations is of primary importance, as is further explained in the relevant paragraphs below. In addition to posts, general temporary assistance and related common services costs, it is necessary that the requirements provide for overtime, travel, training for both military and civilian personnel, contingency for new and expanded operations and other special needs that cannot be absorbed within the annual budget. Actual revised or additional requirements should be submitted to the Advisory Committee in the first instance for its concurrence and later reported to the General Assembly at its next regular session.

(i) Posts. First, there is a need to establish a base level and mix of posts funded from the support account as the minimum continuing requirement in support of peace-keeping operations for the effective functioning of the organizational units concerned. Secondly, it is essential to provide an additional flexible number of posts that would permit an incremental approach so as to achieve a level that is adequate to meet the full requirements of these units. The latter group would constitute that portion which could expand or contract within the context of the overall demand of peace-keeping and related activities. Thirdly, the current level of existing peace-keeping activities comprising the United Nations Angola Verification Mission (UNAVEM II), the United Nations Disengagement Observer Force (UNDOF), the United Nations Interim Force in Lebanon (UNIFIL), the United

Nations Peace-keeping Force in Cyprus (UNFICYP), the United Nations Protection Force (UNPROFOR), the United Nations Observer Mission in El Salvador (ONUSAL), the United Nations Observer Mission in Somalia (UNOSOM II), the United Nations Observer Mission in Mozambique (ONUMOZ), the United Nations Mission for the Referendum in Western Sahara (MINURSO), the United Nations Iraq-Kuwait Observation Mission (UNIKOM), the United Nations Assistance Mission for Rwanda (UNAMIR) including the United Nations Observer Mission Uganda-Rwanda (UNOMUR), the United Nations Observer Mission in Georgia (UNOMIG), the United Nations Observer Mission in Liberia (UNOMIL) and the United Nations Mission in Haiti (UNMIH) could be used as a base to establish the level of continuing versus incremental resources. Since posts financed from the support account are temporary by nature, the necessary distinction between the two groupings of posts might be established by reference to percentages of the number of posts provided. The first group of "continuing" posts and the second group of "flexible" posts could perhaps be set at levels of 70 per cent for the former and 30 per cent for the latter. It should be recalled that the implementation of Assembly resolution 41/213 of 19 December 1986 resulted in the reduction of posts financed by the regular budget and thereby eliminated any absorptive capacity the Secretariat might have had to meet the additional workload and responsibilities generated by the establishment of new peace-keeping and related operations. The continuing posts would augment this diminished capability of the organizational units concerned on the underlying assumption that the Organization will continue to be engaged in peace-keeping and related operations within the foreseeable time-frame of at least two to six years. Together with the established posts funded from the regular budget, the continuing posts would serve as the primary resource, providing the minimum level required to sustain the Organization's peace-keeping activities. This group would be supplemented by the flexible posts comprising those mission-specific needs such as the engagement of auditors for large, complex missions, or specific time-limited requirements resulting directly from the level of overall activities.

The above suggestions are intended to respond to the clarification requested by the Advisory Committee in paragraph 12 of its report (A/47/757) on the rationale for proposing core posts compared to temporary posts under the support account.

(ii) General temporary assistance. The primary requirement under this heading is limited to the replacement of staff on extended sick leave and maternity leave. There are, however, some ongoing commitments under the temporary assistance provision during this period of transition. These are dealt with in paragraph 16 below.

(iii) Overtime. This provision is required to meet the cost of overtime work in certain of the units providing support to peace-keeping operations. This is unavoidable owing to the urgent need to meet deadlines associated with peace-keeping operations, such as the preparation of documentation for the Security Council, the General Assembly and the Advisory Committee on Administrative and Budgetary

Questions. Short deadlines are also inherent because of the nature of the work of the units supporting peace-keeping operations and the time difference between Headquarters and the location of the majority of the peace-keeping operations.

(iv) Travel. To date, requirements for purposes tied to the needs in support of respective peace-keeping operations were met from the provisions made under the line-item associated with civilian staff costs for each peace-keeping budget. However, the purpose of recent additional travel requirements in support of peace-keeping operations is of such nature that they cannot be attributed directly to a specific operation and are considered to be more appropriately funded from the support account, as may be seen in paragraph 24 below.

(v) Other. Apart from the cost of common services attributable to posts, there are special needs with one-time costs such as for relocation of offices and associated costs, software enhancement, special equipment and communications, training including materials and ancillary costs, other costs such as contractual services and miscellaneous items. These are discussed in paragraphs 25 to 37 below.

(vi) Contingencies. Another essential component consists of a small flexible group of individuals required to launch new operations in a timely and orderly fashion. This would be in addition to the two groups of staffing discussed in (i) above since the total staffing strength would have been limited to the given number and mix of ongoing operations. It is suggested that this might be accomplished through the inclusion of a separately identified provision based on a number of work-months, equivalent to a percentage of the total continuing Professional posts at the P-4 level only and of the continuing General Service posts. This provision would be retained centrally as an undistributed pool of resources to be utilized solely and incrementally for the launching of new operations to be accounted for on an ex post facto basis within the context of the next budget submission.

III. METHODOLOGY AND FUNDING ARRANGEMENTS

8. The support account has been financed since its establishment in 1990 through the inclusion in the respective budgets of each peace-keeping operation of a provision in an amount equal to 8.5 per cent of the cost of the mission's civilian staff component. This percentage rate was derived from the aggregate standard cost of the then existing overload posts as a ratio of the aggregate standard cost of the civilian staff establishment for the five peace-keeping operations at that time (UNDOF, UNFICYP, UNIFIL, the United Nations Iran-Iraq Military Observer Group (UNIIMOG) and the United Nations Observer Group in Central America (ONUCA)). The introduction of this provision based on a percentage rate eliminated the disproportionate distribution of the costs that existed for overload posts among peace-keeping operations.

9. The Advisory Committee, in paragraph 7 of its report to the General Assembly (A/47/757), reiterated its earlier view that the application of an "across the board" percentage did not reflect the varied requirements of different peace-keeping operations. In paragraph 8 of the same report the Committee further indicated that the 8.5 per cent rate was high considering that not more than 90 per cent of the income to the support account was utilized in 1990/1991, leaving an unencumbered balance of some $2.4 million. In paragraph 36 of its report to the General Assembly (A/47/990), the Committee further observed that provision for funding of posts from the support account on the basis of 8.5 per cent of the total cost of salaries, common staff costs and travel of the civilian staff in the mission area may not be fully required in operations with a large civilian establishment.

10. As indicated in paragraph 8, the linkage established by the methodology to a significant component common to all peace-keeping and related operations, i.e., the civilian staff component, an element which contributes significantly to the additional workload for the supporting units at Headquarters, continues to be considered the most appropriate. Expanding the linkage to include other components of the mission budgets, with the exception of those line items which do not require much administrative backstopping, could be done. However, it remains doubtful whether it would contribute towards a better appreciation of the question of the proper level of the support cost. In paragraph 24 of his report to the General Assembly (A/47/655 and Corr.1), the Secretary-General had pointed out that the use of the approved percentage had not provided an excessive level of resources to the account. The unencumbered balance of $2.4 million may therefore be attributed to the restraint exercised at that time in addressing requests from Secretariat units for additional resources. Paragraph 38 provides additional information on this matter.

11. Moreover, the simplicity of the support account's current operation has provided an easy mechanism for distributing the support costs among peace-keeping operations equitably. In addition, it provided the means by which the flexible utilization of resources among the various offices may be achieved efficiently in response to changing requirements.

12. Another concept which had been examined concerns the idea of a pro rata distribution of the total cost among the budgets of each peace-keeping operation. This approach, however, would require the elaboration of a complex methodology which could easily be affected by any of the items that are mentioned in paragraph 6 of this report that could be of varying significance in the backstopping of the operations. It would also lack the built-in advantage of the current methodology, which can be used to increase or decrease the amounts accruing to each peace-keeping budget in a uniform and equitable manner without the use of complex calculations.

13. Consideration has also been given to the notion of having a separate assessment for funding the support account. This would appear, however, to have the undesirable effect of separating the support account from the peace-keeping budgets, thereby going counter to and contradicting the need to represent and apportion equitably the costs involved among the various peace-keeping operations. Furthermore, another simple feature of the current financing arrangement would be lost, namely, the funding of the support account through the transfer of credits from approved peace-keeping budgets.

14. In view of the simplicity and transparency of the current arrangements, it is suggested that the current methodology be maintained subject to certain refinements and adjustments as may be required, such as the introduction of an annualized budget estimate.

IV. RESOURCE REQUIREMENTS

15. As at 1 May 1993, there were 194 posts financed from the support account, of which 91 were at the Professional and above levels and 103 in the General Service category. The distribution of these posts by department and unit is given in annex I. In addition, the equivalent of 50 additional posts (15 Professional and 35 General Service) was provided under general temporary assistance.

16. A general review of the nature and functions performed by individuals engaged under general temporary assistance has been made. It has shown that the responsibilities of these individuals are of a continuing nature. Consequently, 41 (the equivalent of 6 Professional and 35 General Service) posts are proposed for conversion from general temporary assistance. The remaining temporary assistance equivalent of 9 (8 Professional and 1 General Service) posts are proposed to be phased out as follows: the equivalent of 4 Professional posts currently provided to the Internal Audit Division, by 31 December 1993; and the equivalent of 4 Professional and 1 General Service posts currently provided to the Accounts Division, by 30 June 1994.

17. For the remainder of 1993, the concurrence of the Advisory Committee was sought for the establishment of 199 additional posts (1 D-2, 6 D-1, 10 P-5, 43 P-4, 28 P-3, 5 P-2/1 and 106 General Service posts, 3 of them at the principal level (PL)) including the 41 indicated in the preceding paragraph for conversion from general temporary assistance. The proposed 199 posts are to be distributed as follows (see annex IV for detailed information on all 199 posts requested):

(a) Department of Peace-keeping Operations - 1 D-2, 6 D-1, 8 P-5, 29 P-4, 6 P-3, 2 General Service (PL) and 31 General Service other level (OL) including the conversion of the equivalent of 2 P-5 and 2 General Service posts from general temporary assistance;

(b) Field Operations Division - 4 P-4, 10 P-3, 5 P-2/1, 1 General Service (PL) and 43 General Service (OL) including the conversion of the equivalent of 1 P-3 and 21 General Service posts from general temporary assistance;

(c) Department of Public Information - 1 P-5;

(d) Department of Administration and Management - 1 P-4;

(e) Internal Audit Division - 1 P-5 and 2 P-3;

(f) Peace-keeping Financing Division - 2 P-4, 3 P-3 and 3 General Service (OL) posts;

(g) Accounts Division - 2 P-4, 2 P-3 and 5 General Service (OL) posts;

(h) Treasury Division - 1 General Service (OL) post;

(i) Recruitment and Placement Division - 2 P-4 and 5 General Service (OL) posts including the conversion of the equivalent of 2 P-4 and 2 General Service posts from general temporary assistance;

(j) Staff Administration and Training Division - 1 P-4, 1 P-3 and 2 General Service (OL) posts including the conversion of the equivalent of 2 General Service posts from general temporary assistance;

(k) Medical and Employee Assistance Division - 1 P-3 and 3 General Service (OL) posts including the conversion of the equivalent of 2 General Service posts from general temporary assistance;

(l) Buildings Management Service - 2 General Service (OL) posts as a conversion from general temporary assistance;

(m) Purchase and Transportation Service - 2 P-4, 3 P-3 and 6 General Service (OL) posts including the conversion of the equivalent of 2 P-3 and 2 General Service posts from general temporary assistance;

(n) Electronic Services Division - 2 General Service (OL) posts as a conversion from general temporary assistance.

18. As indicated in paragraph 3, 72 posts out of the 199 requested were authorized with the concurrence of the Advisory Committee. The distribution of these 72 posts is shown in annex II. Annex III shows the distribution of the combined currently authorized 266 (194 + 72) posts. Annex V consists of separate tables showing the distribution of posts available to departments/offices as at 1 August 1993 irrespective of funding. The distribution of the remaining 127 (199 minus 72) posts is shown in annex VI. Annex VII A shows the distribution of the combined current and proposed posts for 1993. The composition of these posts is as follows: 3 D-2, 8 D-1, 23 P-5, 86 P-4, 57 P-3, 7 P-2/1, 8 General Service (PL) and 201 General Service (OL). The 393 posts are derived as follows:

Authorized prior to 1 August 1993	194
Authorized by the Advisory Committee on Administrative and Budgetary Questions as interim measure	72
Add: posts being requested	127
	393

19. Of the 72 additional posts authorized by the Advisory Committee in July 1993, as an interim measure, 22 posts were assigned to the Department of Peace-keeping Operations including 10 posts (1 D-1, 1 P-5, 3 P-4, 2 P-3 and 3 General Service) that are proposed for funding from the regular budget during the biennium 1994-1995. These 10 posts comprise one half of the total staffing for the Situation Room of the Department. In 1994, it is proposed to redeploy these posts as follows: 2 P-4, 1 P-3 and 2 General Service to remain in the Department for its Focal Point Unit; 1 D-1 in the Peace-keeping Financing Division for a principal officer; 1 P-5 to the Recruitment and Placement Division for a Chief of Section dealing solely with peace-keeping matters; 1 P-4 and 1 P-3 in the Purchase and Transportation Service; and one General Service to the Field Operations Division.

20. Annex VII B shows the distribution in 1994 of the 393 posts. The annual cost of these posts in 1994 is estimated at $29.9 million.

21. The recent integration of the Field Operations Division into the Department of Peace-keeping Operations as well as the transfer of the Internal Audit Division from the Department of Administration and Management to the recently established Office of Inspections and Investigations, coupled with the establishment of the new missions, namely, UNOMIG, UNOMIL, UNMIH and the United Nations Assistance Mission for Rwanda (UNAMIR) by the Security Council, have not yet been fully evaluated in terms of the impact on the resource requirements beyond the posts enumerated in paragraphs 17 and 18.

22. General temporary assistance. As discussed in paragraph 7 (b) (ii), provision under this heading is proposed in the amount of $98,600 for 1993 and $207,500 for 1994. In addition, an amount of $204,000 is proposed for the completion of the Field Accounting Project of the Accounts Division in 1994 and an amount of $182,500 for the Executive Office of the Secretary-General.

23. Overtime. It is also proposed to provide for overtime work in the amount of $130,000 for 1993 and $190,000 for 1994 for the reasons indicated in paragraph 7 (b) (iii). These amounts will provide some 5,100 and 7,400 hours of overtime, respectively, based on General Service (OL) cost.

24. Travel. A provision in the amount of $175,000 is proposed to enable the Standby Forces Management Unit of the Department of Peace-keeping Operations to begin in 1993 the implementation of the system of United Nations Stand-by Forces currently being developed at the request of Member States. Teams from the Unit will undertake the necessary negotiations and arrangements with Governments for troop contributions as well as coordination with the Office of the United Nations High Commissioner for Refugees (UNHCR), Geneva and the United Nations Supply Depot in Pisa. A travel programme is provided in annex VIII. An amount of $375,000 is proposed for 1994. Also proposed is a provision of some $40,000 to enable officers from the Peace-keeping Financing Division to undertake visits in 1994 to the field missions in order to assess the particular financing needs of each mission.

25. Training. A provision in the amount of $200,000 is proposed to enable the Department of Peace-keeping Operations to implement a training programme in 1993. The programme would encompass both a long-term training policy, which focuses on augmenting the overall awareness and knowledge of peace-keeping in general, and a short-term training policy to prepare units and individuals before their departure on specific mission assignments. A major part of the programme consists of developing and printing training materials. Specific activities include: (a) the bringing together of individuals such as potential force commanders, senior political and administrative officers, and so forth, to discuss and be informed of recent developments in peace-keeping; (b) the development of a peace-keeping curriculum for national staff colleges; (c) the development of a peace-keeping training curriculum for civilian police officers; (d) the development, in coordination with the International Labour Organization (ILO), of a training package for peace-keeping units and handbooks for United Nations Soldiers and Military Observers: (e) research and structuring of language courses to overcome communication difficulties among civilian police and military observers; (f) identification of organizational peace-keeping training requirements and coordination of the training policy among Member States in order to standardize and improve peace-keeping training; and (g) provision of technical support and advice to national or regional

peace-keeping training institutions and to countries contributing troops and units to peace-keeping operations. The provision is broken down as follows:

(a) Development of a peace-keeping course and related training manuals, and a handbook for United Nations Soldiers and another for Military Observers inclusive of printing costs ($150,000);

(b) Organization of a two-day international workshop on peace-keeping ($30,000); a five-day seminar for 30 legal officers ($15,000) in coordination with the Office of Legal Affairs; and participation in meetings on training, including visits to training centres ($5,000).

26. A Field Operations Training Policy Group consisting of representatives of the Department of Political Affairs, the Department of Humanitarian Affairs, the Department of Peace-keeping Operations and the Department of Administration and Management was organized in early 1993. Based on the recommendations made in the Group's report, only those essential programmes which are identified as priority areas and which can be accomplished in 1993 have been selected. A further provision of some $280,000 would enable the Training Service in the Office of Human Resources Management to implement the following activities:

(a) Workshop on Peace-keeping. An increasing number of institutions and organizations in the world are developing training and information programmes on peace-keeping. It is therefore important for the United Nations to be aware of all existing concepts and materials to be able to organize training in all aspects of peace-keeping in the most cost-effective manner. In cooperation with the Department of Peace-keeping Operations and the International Peace Academy, the Training Service would convene a five-day workshop at Headquarters where the top-level representatives of these institutions and other recognized experts will come together to present their ongoing activities. The workshop would, inter alia, facilitate the establishment of working arrangements to make full use of the programmes developed by those institutions as well as allow the preparation of a compendium of training materials, curricula, resource persons, institutions and facilities. Approximately 20 individuals representing the most important institutions would be invited at an estimated cost of $50,400.

(b) Management and supervision for field operations. A provision of some $99,200 would allow the Training Service to develop and implement a management training programme for mission staff which would be specially geared towards issues relevant to field missions. The programme would place emphasis on quick response to problems and would cover management issues including problem-solving/decision-making skills, strategic planning, policies and procedures in the financial, personnel and general administrative areas, command structure (civilian/police/military), security issues, planning and logistical considerations in setting up and managing a mission, team building, leadership and people management skills, staff-management relations, gender issues and managing locally recruited personnel. The training will be based on case studies, simulations and group problem-solving exercises. The cost of delivery ($77,200), of seven days' duration each, in four selected missions - ONUMOZ, the United Nations Truce Supervision Organization (UNTSO), UNPROFOR and ONUSAL - includes fees for two trainers ($44,800) and travel and related costs ($32,400). The cost of development ($22,000) includes preparation of materials, drafting of case studies, participant guides, and so forth.

(c) Security. Mission personnel are increasingly being exposed to greater risks and the number of casualties has been increasing. A provision in the amount of $110,400 would enable the Training Service to organize a workshop at Headquarters covering security-related matters, including security management, the security plan, movement of staff, evacuation procedures, convoys, mine awareness, communications, security standard operation procedures, negotiation and conflict resolution techniques. An average of two individuals responsible for both civilian and military security from ongoing missions will be invited to participate and upon their return will conduct on-site training and briefings on the subject.

(d) Staff counselling. In view of the increased exposure of staff members to high-intensity situations in missions, stress management and control have become a crucial issue. A provision in the amount of $20,000 would enable the Training Service to develop and produce training and briefing materials on staff counselling and related issues for distribution to staff in the field and to deliver a course at Headquarters.

27. Relocation and associated costs. There is an acute need for the immediate establishment of a Situation Room in the Secretariat building as well as additional space for its expanded staff. Consequently, certain units are envisaged to be relocated to outside premises on an urgent basis. A provision of some $1,250,000 is proposed in 1993 to meet the cost of: (a) relocating the affected units and renovation of space ($900,000); and (b) rental of office space ($350,000). One half of the above relocation and renovation cost ($450,000) will be reimbursed to the support account from the regular budget, for which the necessary provision is included for the biennium 1994-1995.

28. Equipment and communications costs. The Situation Room will require necessary equipment in order for it to carry out its functions as a technical nerve centre for meeting day-to-day operational pressures, including maintaining communications links with all peace-keeping operations. A rudimentary operation has been set up in a situation so acute that staff have resorted to bringing their own personal equipment to work. Owing to this lack of suitable equipment, the unit is unable to receive classified material from field missions and the only means by which it can obtain urgently required information is through the normal telephone, which has security implications, gravely undermining the unit's potential benefits. Consequently, a provision in the amount of $430,000 is proposed for the acquisition of equipment as indicated in annex IX. A further provision of $50,000 is also proposed to meet the cost of commercial communications charges in 1993.

29. Chemistry analyser. A provision in the amount of $85,000 is proposed for the acquisition of a larger unit for the Medical Service. This would expedite the processing of the increasing number of laboratory tests required for mission assignments. The unit cost of a laboratory test is projected to decrease from $1.75 to $0.20, the cost of which is currently charged to the accounts of peace-keeping missions.

30. Special equipment. The amount of $7,000 is proposed for the acquisition of three lap-top personal computers (PC) for the Peace-keeping Financing Division.

31. Software enhancement. A provision in the amount of $300,000 is proposed for the acquisition, testing and implementation of the most critical software enhancements needed by the Treasury Division. For a number of years the Treasury Division has needed improvements in its systems in order to handle effectively and efficiently its normal tasks of taking in funds from various sources, managing and investing cash in multiple currencies and disbursing funds. The General Assembly, in its resolution 47/215 of 23 December 1992, called for strengthening the central management of all cash resources available within the Organization, including optimizing the use of available cash.

32. The Treasury Division has long been using a combination of partially automated and manual procedures to perform these functions which were once marginally satisfactory. These procedures are no longer satisfactory because of the many new and increasingly complex peace-keeping operations.

33. The enhancements proposed are one-time expenses which, over time, will reduce the need for additional staff to cope with the growing levels of manual work required while allowing for an increase in the amount of investment income earned on the various peace-keeping cash balances. Most of these functional enhancements are commercially available software packages that are compatible with the Integrated Management Information System (IMIS), though some initial minor adaptations may be necessary. These are described below:

(a) Bank information and automated transaction services. This is comprised of an advanced software package which can interface with available bank on-line information systems to provide full, same-day reporting for key disbursement and deposit accounts; bank account reconciliation software which can accept transactions for automatic incorporation into the financial accounts and another software package which allows on-line placement and verification of stop-payment instructions as well as automatic cancellation of cheques. The estimated cost for these is $175,000;

(b) Investment portfolio management software. The Treasury Division currently has a crude, antiquated mainframe-based programme to produce limited weekly and monthly reports on cash investments held by different funds and groups of funds. An entirely new PC-based software package which can perform a complete range of investment management, analysis and reporting functions is proposed to be acquired at an estimated cost of $85,000;

(c) In order to ensure that the most crucial capabilities needed are covered either by one of the software packages or functions already planned for IMIS and that any software packages purchased are fully compatible with and can readily be linked to IMIS, it is proposed to engage the services of a consulting firm to evaluate and recommend the specific software to be purchased. The consultancy fee is estimated at $40,000.

34. Contractual services. The Office of Conference Services has estimated that during the first half of 1993, 90 per cent or 28,962 pages out of a total of 32,180 pages of the documents translated for the Security Council related to peace-keeping activities. As a result, a backlog of some 15,000 pages of displaced documents has accumulated.

35. Five subsidiary bodies of the Security Council deal exclusively with peace-keeping activities: the Committee established under resolution 661 (1990), the Special Commission established pursuant to resolution 687 (1991), the Committee established pursuant to resolution 724 (1991) concerning Yugoslavia, the Committee established pursuant to resolution 751 (1992) concerning Somalia and the Commission of Experts established pursuant to Security Council resolution 780 (1992).

36. During the same period, formal and informal meetings of the Council have been increasingly devoted to peace-keeping activities: 55 out of 73 formal meetings and 68 out of 109 informal consultations. The five subsidiary bodies accounted for an additional total of 29 meetings. Consequently, an amount of $447,000 is needed to allow the Office of Conference Services to process the documentation that has been deferred through the engagement of contractual translation services as a one-time expenditure.

37. Miscellaneous. A provision in the amount of $8,000 is proposed for the acquisition of sundry items such as reference materials and maps, overhead/slide projectors, presentation transparencies/slides, video equipment and cassettes, scrolls and other miscellaneous items to furnish the Stand-by Forces Management Unit of the Department of Peace-keeping Operations with the required materials to undertake briefings and presentations.

38. The total projected expenditure for 1993 amounts to some $25.4 million, as summarized in annex X, against recorded income totalling $22.7 million including the unencumbered 1992 balance of some $2.9 million as shown in annex XI. Additional 1993 estimated income in an amount of $4.7 million is projected at this time. The projected expenditure for 1994 is estimated at $35.4 million, as shown in annex XII, including the anticipated credit of some $450,000 from the regular budget as indicated in paragraph 27.

V. ACTION TO BE TAKEN BY THE GENERAL ASSEMBLY

39. The action to be taken by the General Assembly at its forty-eighth session in connection with the support account for peace-keeping operations is:

(a) A decision to establish annualized budget estimates for the support account, covering the period from 1 January to 31 December, and that the first annual budget estimate shall be presented for the year 1995 to the General Assembly at its forty-ninth session;

(b) A decision to continue the current funding arrangements for the support account through the inclusion of a provision in each of the budgets of the peace-keeping operations of an amount equal to 8.5 per cent of the cost of the civilian components of the missions;

(c) An authorization to provide from the support account the resource requirements for 1993 and 1994 as set forth in paragraphs 15 through 38, including the amount of $4 million concurred in by the Advisory Committee as an interim measure.

ANNEX I

Support account for peace-keeping operations

Post distribution as at 1 May 1993

	D-2	D-1	P-5	P-4	P-3	P-2/1	G-7	GS	TOTAL
ACABQ a/			1						1
Executive Office of the Secretary-General	1		1	1				1	4
Department of Peace-keeping Operations		1	3	5	3			12	24
Field Operations Division		1	3	15	14	1	4	45	83
Office of Legal Affairs			1		1				2
Department of Administration and Management									
Office of the USG b/								1	1
OPPBF									
Peace-keeping Financing Division	1		2	6	3		1	9	22
Accounts Division			1	2	1			2	6
Treasury Division				1	1			3	5
Financial Mgmt. and Control Division				1				2	3
OHRM									
Recruitment and Placement Division					1			1	2
Staff Admin. and Training Division				3				3	6
Medical and Emp. Assistance Division			1	1				2	4
OGS									
Buildings Management Service								3	3
Purchase and Transportation Service				2	5			10	17
Electronic Services Division						1		3	4
Office of Inspections and Investigations									
Internal Audit Division				6				1	7
Department of Public Information									
TOTAL	2	2	13	43	29	2	5	98	194

a/ Half of the cost of the P-5 post is financed from reimbursement for support to extrabudgetary administrative structures.

b/ Post in the Executive Office.

/...

ANNEX II

Support account for peace-keeping operations

Distribution of 72 additional posts effective 1 August 1993

	D-2	D-1	P-5	P-4	P-3	P-2/1	G-7	GS	TOTAL
ACABQ									
Executive Office of the Secretary-General									
Department of Peace-keeping Operations	1	2	2	7	1		1	8	22
Field Operations Division				1	2	1		10	14
Office of Legal Affairs									
Department of Administration and Management									
Office of the USG				1					1
OPPBF									
Peace-keeping Financing Division				2	2			2	6
Accounts Division				2	1			3	6
Treasury Division								1	1
Financial Mgmt. and Control Division									
OHRM									
Recruitment and Placement Division				2				3	5
Staff Admin. and Training Division				1	1			2	4
Medical and Emp. Assistance Division					1			3	4
OGS									
Buildings Management Service									
Purchase and Transportation Service				1	2			3	6
Electronic Services Division									
Office of Inspections and Investigations									
Internal Audit Division					2				2
Department of Public Information			1						1
TOTAL	1	2	3	17	12	1	1	35	72

ANNEX III

Support account for peace-keeping operations

Current post distribution as at 1 August 1993

	D-2	D-1	P-5	P-4	P-3	P-2/1	G-7	GS	TOTAL
ACABQ a/			1						1
Executive Office of the Secretary-General	1		1	1				1	4
Department of Peace-keeping Operations	1	3	5	12	4		1	20	46
Field Operations Division		1	3	16	16	2	4	55	97
Office of Legal Affairs			1		1				2
Department of Administration and Management									
Office of the USG b/				1				1	2
OPPBF									
Peace-keeping Financing Division	1		2	8	5		1	11	28
Accounts Division			1	4	2			5	12
Treasury Division				1	1			4	6
Financial Mgmt. and Control Division				1				2	3
OHRM									
Recruitment and Placement Division				2	1			4	7
Staff Admin. and Training Division				4	1			5	10
Medical and Emp. Assistance Division			1	1	1			5	8
OGS									
Buildings Management Service								3	3
Purchase and Transportation Service				3	7			13	23
Electronic Services Division						1		3	4
Office of Inspections and Investigations									
Internal Audit Division				6	2			1	9
Department of Public Information			1						1
TOTAL	3	4	16	60	41	3	6	133	266

a/ Half of the cost is financed from reimbursement for support to extrabudgetary administrative structures.

b/ Includes one General Service post in the Executive Office.

ANNEX IV

Additional information on proposed posts

I. DEPARTMENT OF PEACE-KEEPING OPERATIONS

1. With a view to improving and strengthening the quality of support provided to the missions, it has been decided to integrate the Field Operations Division into this department. Pending decisions on final organizational arrangements, resources for the Division are shown separately in paragraph 2. In view of the dramatic increase in the demands upon the Department of Peace-keeping Operations, 83 additional posts (1 D-2, 6 D-1, 8 P-5, 29 P-4, 6 P-3, 2 General Service (principal level) and 31 General Service (other level)) are proposed for the remainder of 1993 including the conversion from general temporary assistance of the equivalent of 2 P-5 and 2 General Service (OL) posts. In 1994, 5 posts (1 D-1, 1 P-5, 1 P-4, 1 P-3 and 1 GS) are proposed for redeployment to other offices (see paragraph 19 of the present report).

(a) Office of the Under-Secretary-General

(i) A D-1 post is proposed to strengthen the Office. The incumbent would assist the Under-Secretary-General directly and carry out a wide range of responsibilities as a member of the Department's senior management. In addition, a P-5 post is proposed for a special assistant to the Assistant Secretary-General who would also be responsible for the provision of legal advice to the Department on the range of issues which require consideration within the Department before transmission to the Office of Legal Affairs. In addition, the incumbent would be responsible for the interface between the Department and the Office of Legal Affairs on all relevant matters. Two General Service posts are also proposed to provide secretarial support.

(ii) Situation Room. One D-1 post is proposed for a principal officer as Chief of the Situation Room. In addition, one P-5 post is proposed for a military officer as Deputy Chief and senior adviser on all military matters who would be responsible for the smooth and efficient operation of the military component of the Situation Room, including regular liaison with field military headquarters, integration of the military and political information systems, monitoring the performance and output of the Situation Room, organization of information exchanges, liaison and coordination with other departments/offices, agencies and permanent missions.

(iii) A second P-5 post is proposed for a civilian political officer as Shift Leader. In addition to taking his/her place on one of the four mixed shifts, the incumbent would have the added responsibility for the day-to-day control and management of personnel assigned to the Situation Room and would be in charge of the shift system ensuring proper staffing and functioning.

(iv) Three P-4 posts are proposed as Shift Leaders of the remaining three shifts. They would be responsible for screening incoming information, deciding on its importance and on the course of action required.

(v) Three P-4 and three P-3 posts are proposed to provide the required Professional staffing for each of the four shifts. This will allow for the presence of at least one military officer in the Situation Room to act as watch-keeper at any time of the day or night, seven days per week. The shift officers would handle communications traffic between the Situation Room and field missions, respond to requests for assistance, decipher and disseminate situation reports from field missions to officials at Headquarters, provide advice and assistance on matters of military significance and brief Headquarters officials on military developments in field missions. Six General Service (OL) posts are also proposed to provide secretarial assistance.

(vi) Policy and Analysis Unit. A D-1 post is proposed for the head of this Unit in view of the crucial importance attached to directing the formulation and monitoring of United Nations policies regarding peace-keeping operations at a time when these are being significantly transformed. The incumbent would be an important member of the Department's senior management. A new P-5 post is also proposed to draft and analyse policy reports. One P-4 post is proposed to assist in the conduct of advanced research requiring a solid academic and research background and requisite experience within the United Nations system. Two General Service posts are also proposed to provide secretarial support.

(vii) Focal Point Unit. This Unit will serve as an authoritative source of information to which Permanent Missions and/or Governments can address all questions concerning peace-keeping operations. As mentioned in paragraph 19, five posts (2 p-4, 1 P-3 and 2 GS (OL)) are proposed to be redeployed in 1994 from the Situation Room to provide for the staffing of this Unit.

(viii) Executive Office. Four General Service posts including two at the principal level are proposed to assist the Executive Officer as well as to staff the departmental registry.

(b) Africa Division. Two additional posts, one P-5 post for a Senior Political Affairs Officer and one P-4 post for a Political Affairs Officer, are proposed to assist in the drafting of reports of the Secretary-General to the Security Council as well as to provide substantive servicing of troop-contributor meetings and liaison with the Permanent Missions and with senior officials in the field.

(c) Asia and Middle East Division. A new D-1 post is proposed to strengthen the Division as well as one additional P-4 post to assist in the backstopping of six operations - UNTSO, the United Nations Military Observer Group in India and Pakistan (UNMOGIP), UNFICYP, UNDOF, UNIFIL and UNIKOM.

(d) Europe and Latin America Division. A new D-2 post is proposed to provide executive leadership of the Division. An additional D-1 post is also

proposed to assume immediate responsibility for one of the existing missions and to assist in the preparation of prospective ones. The intensity and complexity of the workload cannot be overestimated; for example, in the case of UNPROFOR alone, the Security Council has adopted nearly 50 resolutions and issued over 30 statements by the President, all of which required considerable staff work, consultations with Permanent Missions and with the field, drafting of reports, negotiation of texts of resolutions and follow-up action. Two additional General Service posts are proposed to provide secretarial support.

(e) Military Division

(i) Military Adviser's Office. One additional D-1 post is proposed for a Deputy to the Military Adviser and to act as second in command of the Division. The incumbent would assist in the coordination and organization of meetings of troop-contributing countries and would also be responsible for the coordination of long-term planning for prospective operations. A new P-4 post is proposed for a Deputy Demining Adviser to assist in examining methods of assessing the quality of standards attained by mine and munition clearance groups as well as paying special attention to requirements for technical training of clearance operators and awareness for the local population. The extensive travel to the field of the Demining Adviser means that urgent demining problems in other areas cannot be attended to; e.g., when the Adviser is in Mozambique, there is no back-up to handle a crisis in, say, Somalia. The Deputy will thus fulfil this vital support role. One General Service post is proposed to provide secretarial assistance.

(ii) Planning Section. Twelve new posts (1 P-5, 4 P-4, 3 P-3 and 4 General Service) are proposed. A P-5 post would provide for a Political Officer as Deputy Chief of the Section. The incumbent would advise the Chief of Section, who would be a military officer. The Section would undertake a wide range of responsibilities encompassing all aspects of short-, medium- and long-term military planning for current and future United Nations peace-keeping operations, including liaison with troop-contributing countries, and where necessary would coordinate United Nations requirements with external bodies and organizations. The additional General Service posts are to provide secretarial and clerical support.

(iii) Stand-by Forces Management Unit. One P-4 post is requested for the Unit to maintain and update the stand-by agreements between the Secretariat and each Member State participating in the initiative. Some 100 countries are expected to be involved and it is anticipated that revisions to the agreements would need to be done every year for all of the elements/units maintained in a stand-by position. These elements/units offered would require "in situation" verification for effective availability, with the requested equipment and trained in accordance with United Nations directives. In addition, two General Service posts are also proposed to provide clerical and secretarial support.

(iv) Three new posts, one P-5 for the Training Adviser, one P-4 for an Assistant Training Adviser and one General Service, are proposed to assist in maintaining and updating training guidelines issued by the Secretariat, coordinating and preparing new guidelines and coordinating the collection of information on peace-keeping training and similar activities.

(v) One P-5 post for the Police Adviser, one P-4 post for a Deputy Police Adviser and one General Service post are proposed to assist in the preparation and issuance of guidelines for the civilian police and in providing technical assistance at the start of new missions with civilian police components. The volume of work involved in managing police operations in five difference peace-keeping operations and in responding to their demands necessitates a second post. In addition, one General Service post is proposed to provide secretarial assistance.

(vi) Two P-4 posts are proposed for Military Personnel Management Officers who would be responsible for all aspects of rotation of military observers, police monitors and units serving in peace-keeping operations (current total: 70,000+). Their duties would include: maintaining a rotation database on all personnel serving in peace-keeping missions; preparing requests for replacements; coordinating replies and ensuring that all necessary documentation such as curriculum vitae and medical records for each military and/or police observer are received; coordinating with the Field Operations Division; advising field missions of the arrival of replacements and forwarding efficiency reports on all personnel to the respective Permanent Missions. They would also be responsible for maintaining statistics and historical databases. Two General Service posts are also proposed to provide clerical and secretarial support.

(vii) Two new posts, one P-4 for a Reports Officer and one General Service for a secretary, are proposed to analyse and synthesize incoming information from missions and other sources for the Military Adviser. The Reports Officer would also draft information notes, briefing papers and reports for issuance by the Military Adviser's office.

(viii) One P-4 post is proposed for a Computer Information Specialist whose function will be to analyse and structure the information flow into and within the Department and act as the departmental focal point regarding the establishment of a local area network, electronic mail and electronic data storage. One General Service post is also proposed to provide clerical support.

(ix) Eight P-4 posts are proposed to accommodate the military officers assigned to the three regional divisions (two for the Asia and Middle East Division, three each for the Africa Division and the Europe and Latin America Division). These officers will be responsible for all military aspects of the peace-keeping missions conducted within their respective geographical area. They will act as specialists/primary advisers for one or more missions and as alternates to colleagues on their primary mission(s). Their duties will include: monitoring the

daily situation, advising their directors on all military matters, coordinating all aspects of changes in the military composition of the mission (reduction, increase, streamlining, etc.), visiting their mission(s), assisting in the preparation of the Secretary-General's reports and coordinating all troop contributors' meetings. Four General Service posts are also proposed to provide secretarial support.

II. FIELD OPERATIONS DIVISION

2. Sixty-four additional posts, including the conversion of the equivalent of 1 P-3 and 21 General Service posts authorized under general temporary assistance are proposed for 1993 (4 P-4, 10 P-3, 5 P-2/1 and 45 General Service including 1 principal level) to be distributed as shown below. For 1994, one General Service post will be added through the redeployment referred to in paragraph 19 of the present report.

(a) Office of the Director. Two additional General Service posts are proposed to provide secretarial assistance;

(b) Planning Coordination and Information Service. Three additional General Service posts are proposed to provide secretarial support;

(c) Field Personnel Section. Eight additional posts (1 P-3 and 7 General Service (OL)) are proposed. The P-3 post would assist in the engagement of United Nations Volunteers, of which some 600 are currently assigned to field missions or are under negotiation. The seven General Service posts would be distributed as follows: travel unit, 2; administration unit, 3; and staffing unit, 2.

As indicated in paragraph 19 of the present report, one General Service post will be deployed in 1994 to this Section to provide additional clerical assistance.

(d) Field Finance and Budget Section. Twenty-four additional posts are proposed (2 P-4; 6 P-3; 3 P-2/1 and 13 General Service posts including one at the principal level) to strengthen the Section's capacity to produce the required cost estimates, budget performance reports, responses to audit observations, and so forth. The additional resources would also allow the Section to review many of the policies and procedures currently in effect which are no longer workable and permit the development of innovations to simplify, expedite and facilitate the work of the Section as well as of the Finance Sections in the field. Examples of these are:

(i) Development of a standard costing guide to be used for items commonly included in the development of all mission budgets such as vehicles, air support services, communications equipment, prefabricated buildings, and so forth;

(ii) Development of a standard budget outline as well as supporting automated summaries;

(iii) Implementation of finance and budget systems/structures in the field; and other essential planning functions.

(e) Logistics and Communications Section. Twenty-six additional posts are proposed (2 P-4, 3 P-3, 2 P-2 and 19 General Service (OL)) to strengthen this section as per the distribution indicated below. Due consideration has been given to the continuation of combined civilian and military staffing arrangements which are in effect in the Section. To the extent possible, existing staff members have been supplemented with military officers (there are 12 at present) who are provided by Governments at no cost to the Organization. Because of the nature of the work, this approach has been used in the Logistics and Communications Section, where the specialized knowledge and training of military personnel can most readily be applied. To compensate for their lack of familiarity with United Nations policies and procedures and to ensure functional continuity, the work of these officers is coordinated and supervised by regular staff members. The proposed additional posts would ensure that qualified staff are available to participate in technical survey missions and other necessary travel to the field without compromising the ongoing work of the Section. As is the case with the other sections, the organizational structure is flexible to allow the reallocation of workload on the basis of changes in the amount of related work in individual missions.

(i) In response to the increasingly substantial and complicated aircraft elements in field missions and the consequent concerns over their overall safety, it is proposed to provide one P-4 post for an Air Staff Officer to coordinate all matters relating to aviation safety and one General Service clerk to assist in maintaining statistics.

(ii) The Field Operations Division is repeatedly assigned the task of establishing missions in areas with limited infrastructure. One P-3 post for a Civil Engineering Officer is proposed to supervise and coordinate the work needed to determine requirements for accommodation, water, sewage, power, and so forth. Four General Service support staff are also proposed.

(iii) One third of the equipment acquired for field operations is communications equipment. One P-4 post is proposed to manage the communications network administered by the Field Operations Division, to determine communications needs for field operations and to coordinate data communications issues. Three General Service posts are also proposed to provide clerical assistance.

(iv) One additional P-3 post is proposed for a Movement Control Officer to manage, coordinate and undertake the contractual arrangements for the required aircraft, ships and surface transport for the deployment and rotation of contingents and their equipment, civilian police and military observers. Three additional General Service posts are proposed to provide clerical assistance. On the basis of current and projected levels of activity, the number of personnel moved in a 12-month period is estimated at around 150,000.

(v) One additional P-3 post for a supply officer is proposed to plan, develop and prepare cost estimate data on general supplies; to prepare

recommendations regarding types and quantities of supplies required for the establishment and maintenance of operations; to solicit prices on a preliminary basis from commercial contractors and suppliers; to develop costing data for the preparation of cost estimates for new missions; and to coordinate the disposition of general supplies during the liquidation phase. Three additional General Service posts are also proposed to provide clerical support.

(vi) Two additional posts for systems analysts at the P-2 level are also proposed to implement the office automation system for purchasing and inventory control (i.e., "Reality") and to undertake systems enhancements and to prepare for the implementation of IMIS. In addition, five General Service posts are also proposed to provide support including the centralized registry and coordination of property survey board cases.

III. DEPARTMENT OF PUBLIC INFORMATION

3. One additional P-5 post is required to strengthen the Office of the Spokesman for the Secretary-General. The incumbent of the post would work exclusively with the Department of Peace-keeping Operations and concentrate on all aspects of media relations related to peace-keeping operations; would act as the focal point in the Spokesman's Office for matters concerning the Department of Peace-keeping Operations; and would be responsible for actively presenting to the media the positions and views of the Organization and that Department. As might be expected, with the increasingly important role assumed by the Organization in the post-cold-war era, media interest has increased greatly. Contacts with the press - requests for information, interviews, statements of policy and other assistance - relate mostly to peace-keeping activities. The overload on the current staff has made it impossible, without this additional post, to provide the increased attention to activities of the Department of Peace-keeping Operations that is urgently required.

IV. OFFICE OF INSPECTIONS AND INVESTIGATIONS

Internal Audit Division

4. Three additional posts are proposed (1 P-5 and 2 P-3) to allow the Division to organize a section dedicated solely to the audit of peace-keeping operations. The P-5 post is essential to provide for a Chief of Section. This new section will be formed by grouping in it all the posts financed from the support account. It will be charged with the responsibility for the audit of all peace-keeping missions which is currently shared between two sections, Field Section I and Field Section II. The remaining focal-point responsibilities of these two sections will be reconsolidated in one Field Section, namely, coverage of technical cooperation activities, information centres, two regional commissions, the Pension Fund, insurance fund, Tax Equalization Fund, consultants and individual contractors, and all revenue-producing activities. With this arrangement, it is anticipated that improved audit coverage of peace-keeping operations would be achieved. Situations where auditors on

regular budget established posts are deployed to cover peace-keeping operations would also be avoided.

V. DEPARTMENT OF ADMINISTRATION AND MANAGEMENT

5. One new P-4 post is proposed for a security specialist to strengthen the Office of the Security Coordinator which currently has a staffing level of 1 P-5, 1 P-3 and 2 General Service (OL) posts financed under inter-organizational security measures. Owing to the significant increase in the number of security incidents, urgent action to improve our risk management capabilities is required and among the areas which need to be strengthened are risk assessment and early warning security training, communications and security management in the field. Hence, there is a need for a security specialist to be devoted to peace-keeping activities in the Office of the Security Coordinator.

(a) Peace-keeping Financing Division. Eight additional posts are proposed (2 P-4, 3 P-3 and 3 General Service (OL)) to cope with the increasingly heavy workload associated with the responsibilities of the Division to seek financing authorization for each new mandate period for all missions. The number of requests for financial and related information on peace-keeping operations, internal as well as external, has continued to accelerate as well. The additional posts would ease the pressure, reduce the workload to manageable proportions and ensure that the required services continue to be delivered on time. For 1994, one D-1 post will be added through the redeployment referred to in paragraph 19 above to strengthen the Division in the coordination of data collection, report preparation and other responses to queries regarding reimbursement of costs to troop-contributing Governments; the determination of types of payments that can be made to stay within available cash resources; development of reports and other documentation, including their formats, for the Security Council and the General Assembly and, as appropriate, for their subsidiary bodies; and continued development of the Division's internal financial, data and management information system.

(b) Accounts Division. Nine additional posts (2 P-4, 2 P-3 and 5 General Service (OL)) are proposed to be distributed as follows:

(i) Operational Accounts Section. The Section has units dealing with peace-keeping, with offices away from Headquarters, regional commissions and information centres. In addition to making payments to troop-contributing countries, the Peace-keeping Accounts Unit is also responsible for accounting for activities in the Gulf arising from Security Council resolutions, including the United Nations Special Commission (UNSCOM) and the Escrow account. The unprecedented accounting demands of the United Nations Operation in Somalia (UNOSOM) and UNPROFOR are placing great strain on the Unit, and the accounts of certain smaller missions (whose finance offices often need firm advice and guidance from New York) are not receiving the attention they require. It is proposed that this Unit be strengthened by the addition of two P-3 positions with two supporting General Service positions. It is also proposed to provide for a P-4 position for a senior accountant to assist the Chief of Section in improving accounting and reporting liaison between the Accounts Division, the

Field Operations Division and the Peace-keeping Financing Division. This position would provide technical and professional support to the staff members who are dealing with individual missions by helping to ensure the overall flow of accounting reports, reconciliations and supporting financial information - both under conventional systems, the new Field Accounting System, and eventually under IMIS.

(ii) Disbursements Section

(a) Payroll Unit. The increased peace-keeping activity has had a major effect on this Unit. Staff recruited for peace-keeping, staff assigned to peace-keeping and replacement staff must all be accommodated by payroll action. In many cases, these actions involve entitlement to the Education Grant and Mobility and Hardship Allowance, which require additional activity in the Unit. As noted above, the payroll now stands at 13,290 staff members - an increase of nearly 30 per cent in four years. It is proposed to strengthen this Unit by the addition of one P-4 and two General Service positions. The Professional position would have special responsibility for upgrading and monitoring the control environment of payroll. The General Service positions would be used for basic processing and for strengthening the review and audit function.

(b) Income Tax Unit. The expanded size of peace-keeping has contributed to the increase of one third in the number of tax returns processed. Much of this is because replacement staff for staff going on mission tend to be local recruits, subject to United States taxation. In addition, the workload has increased because each taxpaying staff member on mission assignment may be subject to significant tax exclusions which need to be carefully analysed in the Tax Unit, adding to the complexity of the work. An increase of one General Service post is proposed for this Unit.

(c) Treasury Division. One General Service (OL) post is proposed to cope with the increase in receipts activity as a result of the larger number of payments of assessed contributions.

(d) Recruitment and Placement Division. Seven additional posts (2 P-4 and 5 General Service (OL)) are proposed in order to allow the organization of a unit within the Division devoted to providing recruitment and placement support for peace-keeping and related operations. The increased staffing requirements for UNOSOM II and other missions such as UNPROFOR would require an intensified search for suitable candidates based on standard profiles, recruitment campaigns, contacts within the United Nations and the specialized agencies, screening, rostering, interviews, and so forth. For 1994, one P-5 will be added through the redeployment referred to in paragraph 19 of the present report to provide for a Chief of the Recruitment Unit dealing solely with peace-keeping matters.

(e) Staff Administration and Training Division. One additional P-4 post for a Personnel Officer and 2 General Service (OL) posts are proposed for the Staff Administration Service to cope with the increased number of staff in the missions. One additional P-3 post is also proposed for the Rules and Personnel Manual Section to deal with the increasing demands for rulings or advice on complicated issues. Moreover, because of the urgency of requests from the

peace-keeping missions, they take precedence over other inquiries, resulting in a backlog of normal work.

(f) Medical and Employee Assistance Division. Three additional posts are proposed. One P-3 for the Staff Counsellor's Office would provide counselling/psychological support for the large number of staff serving on missions and for their families. As the Organization increases the range, complexity and risk factor of operations in the field, staff members and their families will require increased professional assistance. Two General Service (OL) posts are proposed for the Medical Service to alleviate the pressure associated with the filing and retrieval of medical records kept by the Service for all mission personnel.

(g) Buildings Management Service. Two General Service (OL) are proposed for the Pouch Unit of the Mail Operations Section to handle the increased workload.

(h) Purchase and Transportation Service. Eleven additional posts are proposed (2 P-4, 3 P-3 and 6 General Service (OL)) to strengthen the Field Missions Procurement Section in order to ensure that the continuing procurement needs of peace-keeping missions are met in a timely manner and to cope with the immediate procurement needs of the new missions. Among the additional procurement staff required would be a specialist dealing mainly with ship chartering requirements to provide the Section with the required expertise. For 1994, one P-4 and one P-3 will be added through the redeployment referred to in paragraph 19 of the present report for the further strengthening of the Section, especially in the area dealing with the preparation of major and complex contracts.

(i) Electronic Services Division. Two General Service posts (OL) are proposed to cope with the increased traffic handled by the Telecommunications Operations Section.

ANNEX V

Distribution of posts available to departments/offices

Table 1

DEPARTMENT OF PEACE-KEEPING OPERATIONS

Staffing table

Level	Authorized posts prior to 1 August 1993							
	(1) Regular budget a/	(2) Support for PKO	(3) Extra-budgetary excluding support for PKO	(4) Total (1+2+3)	(5) Temporary assistance 1 July to 31 Dec. 1993	(6) Authorized as at 1 Aug. 1993	(7) Net additional 1993 request b/	(8) 1994 redeployment
USG	1			1				
ASG	1			1				
D-2	3			3		1		
D-1	3	1		4		2	4	(1)
P-5	4	3		7		2	6	(1)
P-4	4	5		9		7	22	(1)
P-3	4	3		7		1	5	(1)
P-2/1	4			4				
Total	24	12		36		13	37	(4)
Principal						1	1	(1)
GS	9	12		21		8	23	(1)
Total	9	12		21		9	24	(1)
Grand total	33	24		57		22	61	(5)

a/ Includes two P-4, three P-3 and three P-2 posts on temporary redeployment.

b/ Includes the proposed conversion from general temporary assistance of two P-5 and two General Service posts.

Table 2

FIELD OPERATIONS DIVISION

Staffing table

Level	Authorized posts prior to 1 August 1993							
	(1) Regular budget	(2) Support for PKO	(3) Extra-budgetary excluding support for PKO	(4) Total (1+2+3)	(5) Temporary assistance 1 July to 31 Dec. 1993	(6) Authorized as at 1 Aug. 1993	(7) Net additional 1993 request a/	(8) 1994 redeployment
USG								
ASG								
D-2	1			1				
D-1	1	1		2				
P-5	1	3		4				
P-4	2	15		17		1	3	
P-3	1	14		15		2	8	
P-2/1	3	1		4		1	4	
Total	9	34		43		4	15	
Principal		4		4			1	
GS	11	45		56		10	33	1
Total	11	49		60		10	34	1
Grand total	20	83		103		14	49	1

a/ Includes proposed conversion of 1 P-3 and 21 General Service posts from temporary assistance.

Table 3

OFFICE OF THE SPOKESMAN (DPI)

Staffing table

Level	Authorized posts prior to 1 August 1993							
	(1) Regular budget a/	(2) Support for PKO	(3) Extra-budgetary excluding support for PKO	(4) Total (1+2+3)	(5) Temporary assistance 1 July to 31 Dec. 1993	(6) Authorized as at 1 Aug. 1993	(7) Net additional 1993 request	(8) 1994 redeployment
USG								
ASG								
D-2	1			1				
D-1								
P-5	2			2		1		
P-4	3			3				
P-3	3			3				
P-2/1	2			2				
Total	11			11		1		
Principal	2			2				
GS	10			10				
Total	12			12				
Grand total	23			23		1		

a/ Of the 11 Professional posts and above, 5 carry out news distribution services.

Table 4

DEPARTMENT OF ADMINISTRATION AND MANAGEMENT

Staffing table

Level	Authorized posts prior to 1 August 1993				(5) Temporary assistance 1 July to 31 Dec. 1993	(6) Authorized as at 1 Aug. 1993	(7) Net additional 1993 request	(8) 1994 redeployment
	(1) Regular budget	(2) Support for PKO a/	(3) Extra-budgetary excluding support for PKO	(4) Total (1+2+3)				
USG	1			1				
ASG								
D-2								
D-1	1			1				
P-5	3		1	4				
P-4	1		1	2		1		
P-3			2	2				
P-2/1								
Total	6		4	10		1		
Principal	1			1				
GS	10	1	4	15				
Total	11	1	4	16				
Grand total	17	1	8	26		1		

a/ One General Service post in the Executive Office.

Table 5

INTERNAL AUDIT DIVISION

Staffing table

Level	Authorized posts prior to 1 August 1993							
	(1) Regular budget	(2) Support for PKO	(3) Extra-budgetary excluding support for PKO	(4) Total (1+2+3)	(5) Temporary assistance 1 July to 31 Dec. 1993 a/	(6) Authorized as at 1 Aug. 1993	(7) Net additional 1993 request	(8) 1994 redeployment
USG								
ASG								
D-2	1			1				
D-1			1	1				
P-5	3		2	5			1	
P-4	6	6	6	18	2			
P-3	6		2	8	2	2		
P-2/1	10		1	11				
Total	26	6	12	44	4	2	1	
Principal	7			7				
GS	5	1	6	12	2			
Total	12	1	6	19	2			
Grand total	38	7	18	63	6	2	1	

a/ Continuation through liquidation of the United Nations Transitional Authority in Cambodia.

Table 6

PEACE-KEEPING FINANCING DIVISION

Staffing table

Level	Authorized posts prior to 1 August 1993							
	(1) Regular budget	(2) Support for PKO	(3) Extra-budgetary excluding support for PKO	(4) Total (1+2+3)	(5) Temporary assistance 1 July to 31 Dec. 1993	(6) Authorized as at 1 Aug. 1993	(7) Net additional 1993 request	(8) 1994 redeployment
USG								
ASG								
D-2		1		1				
D-1								1
P-5		2		2				
P-4		6		6		2		
P-3		3		3		2	1	
P-2/1								
Total		12		12		4	1	1
Principal		1		1				
GS		9		9		2	1	
Total		10		10		2	1	
Grand total		22		22		6	2	1

Table 7

ACCOUNTS DIVISION

Staffing table

Level	Authorized posts prior to 1 August 1993							
	(1) Regular budget	(2) Support for PKO	(3) Extra-budgetary excluding support for PKO	(4) Total (1+2+3)	(5) Temporary assistance 1 July to 31 Dec. 1993 a/	(6) Authorized as at 1 Aug. 1993	(7) Net additional 1993 request	(8) 1994 redeployment
USG								
ASG								
D-2	1			1				
D-1	1			1				
P-5	2	1	2	5				
P-4	6	2	5	13		2		
P-3	8	1	5	14	4	1	1	
P-2/1	8			8				
Total	26	4	12	42	4	3	1	
Principal	3		7	10				
GS	48	2	23	73	1	3	2	
Total	51	2	30	83	1	3	2	
Grand total	77	6	42	125	5	6	3	

a/ Continuation through 30 June 1994.

Table 8

TREASURY DIVISION

Staffing table

Level	Authorized posts prior to 1 August 1993 (1) Regular budget	(2) Support for PKO	(3) Extra-budgetary excluding support for PKO	(4) Total (1+2+3)	(5) Temporary assistance 1 July to 31 Dec. 1993	(6) Authorized as at 1 Aug. 1993	(7) Net additional 1993 request	(8) 1994 redeployment
USG								
ASG								
D-2								
D-1	1			1				
P-5	1			1				
P-4	1	1		2				
P-3	1	1		2				
P-2/1			1	1				
Total	4	2	1	7				
Principal								
GS	3	3	1	7		1		
Total	3	3	1	7		1		
Grand total	7	5	2	14		1		

/...

Table 9

RECRUITMENT AND PLACEMENT DIVISION

Staffing table

Level	Authorized posts prior to 1 August 1993							
	(1) Regular budget	(2) Support for PKO	(3) Extra-budgetary excluding support for PKO	(4) Total (1+2+3)	(5) Temporary assistance 1 July to 31 Dec. 1993	(6) Authorized as at 1 Aug. 1993 a/	(7) Net additional 1993 request a/	(8) 1994 redeployment
USG								
ASG								
D-2	1			1				
D-1	1			1				
P-5	5			5				1
P-4	8			8		2		
P-3	10	1	1	12				
P-2/1	2		1	3				
Total	27	1	2	30		2		1
Principal	4			4				
GS	37	1		38		3	2	
Total	41	1		42		3	2	
Grand total	68	2	2	72		5	2	1

a/ Includes proposed conversion of two P-4 and two General Service posts from temporary assistance.

Table 10

STAFF ADMINISTRATION AND MONITORING SERVICE

Staffing table

Level	Authorized posts prior to 1 August 1993							
	(1) Regular budget	(2) Support for PKO	(3) Extra-budgetary excluding support for PKO	(4) Total (1+2+3)	(5) Temporary assistance 1 July to 31 Dec. 1993	(6) Authorized as at 1 Aug. 1993 a/	(7) Net additional 1993 request	(8) 1994 redeployment
USG								
ASG								
D-2								
D-1	1			1				
P-5	2			2				
P-4	2	1		3		1		
P-3	3			4		1		
P-2/1	1			1				
Total	9	1		11		2		
Principal	3			3				
GS	9	1		10		2		
Total	12	1		13		2		
Grand total	21	2		24		4		

a/ Includes proposed conversion of two General Service posts from temporary assistance.

Table 11

MEDICAL AND EMPLOYEE ASSISTANCE DIVISION

Staffing table

Level	Authorized posts prior to 1 August 1993							
	(1) Regular budget	(2) Support for PKO	(3) Extra-budgetary excluding support for PKO	(4) Total (1+2+3)	(5) Temporary assistance 1 July to 31 Dec. 1993	(6) Authorized as at 1 Aug. 1993 a/	(7) Net additional 1993 request	(8) 1994 redeployment
USG								
ASG								
D-2	1			1				
D-1	1			1				
P-5		1	1	2				
P-4	3	1		4				
P-3	2		1	3		1		
P-2/1								
Total	7	2	2	11		1		
Principal	2		3	5				
GS	13	2	7	22		3		
Total	15	2	10	27		3		
Grand total	22	4	12	38		4		

a/ Includes proposed conversion of two General Service posts from temporary assistance.

/...

Table 12

BUILDINGS MANAGEMENT SERVICE

Staffing table

Level	Authorized posts prior to 1 August 1993							
	(1) Regular budget	(2) Support for PKO	(3) Extra-budgetary excluding support for PKO	(4) Total (1+2+3)	(5) Temporary assistance 1 July to 31 Dec. 1993	(6) Authorized as at 1 Aug. 1993	(7) Net additional 1993 request a/	(8) 1994 redeployment
USG								
ASG								
D-2								
D-1	1			1				
P-5	2			2				
P-4	3			3				
P-3	4		1	5				
P-2/1	4			4				
Total	14		1	15				
Principal	5		1	6				
GS	120	3	17	140			2	
Total	125	3	18	146			2	
Grand Total	139	3	19	161			2	

a/ Proposed conversion of two General Service posts from temporary assistance.

/...

Table 13

PURCHASE AND TRANSPORTATION SERVICE

Staffing table

Level	Authorized posts prior to 1 August 1993 (1) Regular budget	(2) Support for PKO	(3) Extra-budgetary excluding support for PKO	(4) Total (1+2+3)	(5) Temporary assistance 1 July to 31 Dec. 1993	(6) Authorized as at 1 Aug. 1993 a/	(7) Net additional 1993 request	(8) 1994 redeployment
USG								
ASG								
D-2								
D-1	1			1				
P-5	3			3				
P-4	5	2		7		1	1	1
P-3	4	5		9		2	1	1
P-2/1	3			3				
Total	16	7		23		3	2	2
Principal								
GS	50	10	6	66		3	3	
Total	50	10	6	66		3	3	
Grand Total	66	17	6	89		6	5	2

a/ Includes proposed conversion of two P-3 and two General Service posts from temporary assistance.

/...

Table 14

ELECTRONIC SERVICES DIVISION

Staffing table

Level	Authorized posts prior to 1 August 1993							
	(1) Regular budget	(2) Support for PKO	(3) Extra-budgetary excluding support for PKO	(4) Total (1+2+3)	(5) Temporary assistance 1 July to 31 Dec. 1993	(6) Authorized as at 1 Aug. 1993	(7) Net additional 1993 request a/	(8) 1994 redeployment
USG								
ASG								
D-2	1			1				
D-1	3			3				
P-5	5			5				
P-4	7		1	8				
P-3	7		1	8				
P-2/1	8	1		9				
Total	31	1	2	34				
Principal	9		2	11				
GS	45	3	13	61			2	
Total	54	3	15	72			2	
Grand Total	85	4	17	106			2	

a/ Includes proposed conversion of two General Service posts from temporary assistance.

ANNEX VI

Support account for peace-keeping operations

Distribution of the remaining 127 proposed posts

	D-2	D-1	P-5	P-4	P-3	P-2/1	G-7	GS	TOTAL
ACABQ									
Executive Office of the Secretary-General									
Department of Peace-keeping Operations		4	6	22	5		1	23	61
Field Operations Division				3	8	4	1	33	49
Office of Legal Affairs									
Department of Administration and Management									
Office of the USG									
OPPBF									
Peace-keeping Financing Division					1			1	2
Accounts Division					1			2	3
Treasury Division									
Financial Mgmt. and Control Division									
OHRM									
Recruitment and Placement Division								2	2
Staff Admin. and Training Division									
Medical and Emp. Assistance Division									
OGS									
Buildings Management Service								2	2
Purchase and Transportation Service				1	1			3	5
Electronic Services Division								2	2
Office of Inspections and Investigations									
Internal Audit Division			1						1
Department of Public Information									
TOTAL		4	7	26	16	4	2	68	127

/...

ANNEX VII A

Support account for peace-keeping operations

Distribution of proposed posts for 1993

	D-2	D-1	P-5	P-4	P-3	P-2/1	G-7	GS	TOTAL
ACABQ a/			1						1
Executive Office of the Secretary-General	1		1	1				1	4
Department of Peace-keeping Operations	1	7	11	34	9		2	43	107
Field Operations Division		1	3	19	24	6	5	88	146
Office of Legal Affairs			1		1				2
Department of Administration and Management									
Office of the USG b/				1				1	2
OPPBF									
Peace-keeping Financing Division	1		2	8	6		1	12	30
Accounts Division			1	4	3			7	15
Treasury Division				1	1			4	6
Financial Mgmt. and Control Division				1				2	3
OHRM									
Recruitment and Placement Division				2	1			6	9
Staff Admin. and Training Division				4	1			5	10
Medical and Emp. Assistance Division			1	1	1			5	8
OGS									
Buildings Management Service								5	5
Purchase and Transportation Service				4	8			16	28
Electronic Services Division						1		5	6
Office of Inspections and Investigations									
Internal Audit Division			1	6	2			1	10
Department of Public Information			1						1
TOTAL	3	8	23	86	57	7	8	201	393

a/ Half of the cost is financed from reimbursement for support to extrabudgetary administrative structures.

b/ Includes one General Service post in the Executive Office.

ANNEX VII B

Support account for peace-keeping operations

Distribution of proposed posts for 1994

	D-2	D-1	P-5	P-4	P-3	P-2/1	G-7	GS	TOTAL
ACABQ a/			1						1
Executive Office of the Secretary-General	1		1	1				1	4
Department of Peace-keeping Operations	1	6	10	33	8		2	42	102
Field Operations Division		1	3	19	24	6	5	89	147
Office of Legal Affairs			1		1				2
Department of Administration and Management									
Office of the USG b/				1				1	2
OPPBF									
Peace-keeping Financing Division	1	1	2	8	6		1	12	31
Accounts Division			1	4	3			7	15
Treasury Division				1	1			4	6
Financial Mgmt. and Control Division				1				2	3
OHRM									
Recruitment and Placement Division			1	2	1			6	10
Staff Admin. and Training Division				4	1			5	10
Medical and Emp. Assistance Division			1	1	1			5	8
OGS									
Buildings Management Service								5	5
Purchase and Transportation Service				5	9			16	30
Electronic Services Division						1		5	6
Office of Inspections and Investigations									
Internal Audit Division			1	6	2			1	10
Department of Public Information			1						1
TOTAL	3	8	23	86	57	7	8	201	393

a/ Half of the cost is financed from reimbursement for support to extrabudgetary administrative structures.

b/ Includes one General Service post in the Executive Office.

/...

ANNEX VIII

Travel programme for the Stand-by Forces Planning Team in 1993

Estimated requirements: $175,000

Purpose: Negotiation phase - assistance to Member States

Travel guidelines:

(a) Average stay in capitals: 2 days;

(b) Average number of capitals visited per trip: 3;

(c) Average days of travel between capitals: 1.

Team one: The Americas, the Pacific and South-East Asia ($73,000)

Argentina
Australia
Brazil
Canada
China
Colombia
Ecuador
El Salvador
Fiji
Guatemala
Honduras
Indonesia
Japan
Mexico
New Zealand
Nicaragua
Panama
Peru
Philippines
Singapore
Thailand
United States of America
Uruguay
Venezuela

Team two: Africa and the Middle East ($35,000)

Benin
Burundi
Egypt
Ghana
Kenya
Kuwait
Malawi
Mali
Pakistan
Saudi Arabia
Zambia
Zimbabwe

Team three: Europe and Asia ($67,000)

Austria
Bangladesh
Belgium
Bulgaria
China
Denmark
Finland
France
Germany
India
Ireland
Italy
Japan
Luxembourg
Netherlands
Norway
Poland
Portugal
Russian Federation
South Korea
Spain
Switzerland
Turkey
Ukraine
United Kingdom of Great Britain and Northern Ireland

Note: The countries listed above are for financial planning purposes only. The exact number may increase or decrease depending on the availability of funds.

ANNEX IX

Proposed equipment for the Situation Room

Description item	Quantity	Estimated costs US$
1. Computers		
Servers	1	20 000
Work stations	13	35 000
Notebook (PC)	2	6 400
Printers	7	14 000
Scanner	1	2 000
Softwares		4 000
		81 400
System JDISS (Intelligence System provided by US Government	2	280 000
		280 000
2. Communication		
Lines for international information flow	13	
Handsets	13	16 700
Fax	4	
Pagers (beepers)	5	
Cellular phones	3	
Cable TV + VCR	2	
Telex receiver	2	10 000
		26 700
3. Other equipment		
Copiers	1	3 000
Overhead projector	3	1 000
Whiteboards	4	2 000
Shredder	1	500
Welfare and comfort area	5	1 500
Dividing panels	14	
Stationary equipment		5 000
Clocks	5	300
Furniture	120	28 600
		41 900
Grand total		430 000

ANNEX X

Support account for peace-keeping operations

Expenditure estimate for 1993

		US dollars
1.	**Current**	
	(a) Regular posts (266) (142 Jan.-Dec.; +52 May-Dec.; +72 Aug.-Dec.)	13 444 100
	(b) Temporary posts [56 Jan.-June; 22 July-Dec. (Field Operations Division); 9 July- Dec. (Internal Audit Division and ACCTS.]	2 416 000
	(c) General temporary assistance	90 000
	(d) Contractual services (Office of Conference Services)	330 000
	(e) Common services	3 718 600
	(f) Rental and renovation of space (Department of Peace-keeping Operations (DPKO))	1 100 000
	(g) Communications (DPKO)	20 000
	(h) Software enhancement (Treasury)	300 000
	(i) Special equipment a/	523 900
		21 942 600
2.	**New proposals**	
	(a) 127 new posts (2 months) [Less credit of $180,800 from item 1 (e)]	1 505 000
	(b) Common services - 127 new posts (2 months) [Less credit of $79,700 from item 1 (e)]	940 700
	(c) General temporary assistance	8 600
	(d) Overtime b/	130 000
	(e) Travel (DPKO)	175 000
	(f) Training materials (including ancillary costs) (DPKO)	200 000
	(g) Training (OHRM)	280 000
	(h) Rental and renovation of space (DPKO)	150 000

		US dollars
(i)	Communications (DPKO)	30 000
(j)	Miscellaneous (DPKO)	8 000
		3 427 300
	Total	25 369 900

---

a/ Situation Room (DPKO), $431,000; Medical and Employee Assistance Division, $85,000; Peace-keeping Finance Division, $7,900.

b/ Department of Administration and Management, $40,000; Office of Human Resources Management, $40,000; Office of Programme Planning, Budget and Finance, $50,000.

ANNEX XI

Support account for peace-keeping operations

Projected income and expenditure for the period 1 January to 31 December 1993

			US dollars
1.	Unencumbered fund balance, 31 December 1992		2 853 060
2.	Income received in 1993		
	(a) UNAVEM II	to 15/9/93	656 750
	(b) UNDOF	to 30/11/93	444 600
	(c) UNIFIL	to 31/12/93	1 649 100
	(d) UNFICYP	to 15/12/93	394 600
	(e) UNIKOM	to 31/10/93	341 774
	(f) UNOSOM	to 30/4/93	624 100
	(g) UNOSOM II	to 31/10/93	2 298 200
	(h) UNPROFOR	to 30/9/93	2 937 500
	(i) UNTAC	to 30/9/93	7 534 400
	(j) MINURSO	No provision	0
	(k) ONUMOZ	to 31/10/93	1 742 700
	(l) ONUSAL	to 30/11/93	1 129 200
	(m) Overhead share	to 31/12/93	59 100
			19 812 024
3.	Projected income in 1993		
	(a) UNAVEM II	16 Sept.-31 Dec. 93	215 000
	(b) UNDOF	1-31 Dec. 93	40 400
	(c) UNIFIL	(Fully issued)	0
	(d) UNFICYP	16-31 Dec. 93	113 000
	(e) UNIKOM	1 Nov.-31 Dec. 93	763 926

			US dollars
(f)	UNOSOM II	1 Nov.-31 Dec. 93	766 100
(g)	UNPROFOR	1 Oct.-31 Dec. 93	1 615 200
(h)	UNTAC	1 Oct.-31 Dec. 93	111 500
(i)	MINURSO	No provision	0
(j)	ONUMOZ	1 Nov.-31 Dec. 93	678 000
(k)	ONUSAL	1-31 Dec. 93	353 900
			4 657 026
		Subtotal (1 + 2 + 3)	27 322 110
4.	Less: Adjustment for reserve a/		1 735 370
		Available for allotment	25 586 740
5.	Projected expenditure (from annex X)		25 369 900
		Balance	216 840

a/ This brings the operational reserve to $4,893,810.

ANNEX XII

Support account for peace-keeping operations

Expenditure estimate for 1994

			US dollars
1.	Posts: 393		29 922 800
2.	General temporary assistance:		
	(a) Ext. sick and maternity leave a/	207 500	
	(b) Field Accounting Projects (Accts. Div.)	204 000	
	(c) Executive Office of the Secretary-General	185 500	
			594 000
3.	Overtime b/		190 000
4.	Other official travel c/		365 000
5.	Common services (recurrent)		4 767 200
6.	Credit from the regular budget:		
	1993 share of relocation and renovation costs		450 000
			35 389 000

a/ Equivalent of 12 months at P-4 and 24 months General Service (OL).

b/ Department of Administration and Management, $100,000; Office of Human Resources Management, $40,000; Office of Programme Planning, Budget and Finance, $50,000.

c/ Department of Peace-keeping Operations, $325,000; Peace-keeping Financing Division, $40,000.

ANNEX XIII

Support account for peace-keeping operations

Distribution of funds authorized by the Advisory Committee on Administrative and Budgetary Questions on 16 July 1993

		US dollars
1.	Seventy-two posts (four months)	1 700 000
2.	General temporary assistance	90 000
3.	Relocation and associated costs	1 100 000
4.	Equipment and communications costs a/	480 000
5.	Software enhancement	300 000
6.	Contractual services	330 000
		4 000 000

a/ Department of Peace-keeping Operations ($390,000); Medical and Employee Assistance Division ($85,000); Peace-keeping Financing Division ($5,000).

UNITED
NATIONS

A

General Assembly

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12 October 1993

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Agenda item 114 (a)

HUMAN RIGHTS QUESTIONS: IMPLEMENTATION OF HUMAN RIGHTS INSTRUMENTS

Status of the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families

Report of the Secretary-General

1. The General Assembly, by its resolution 45/158 of 18 December 1990, adopted and opened for signature, ratification and accession the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families and called upon all Member States to consider signing and ratifying or acceding to the Convention as a matter of priority.

2. By its resolution 47/110 of 16 December 1992, the General Assembly requested the Secretary-General to submit to it at its forty-eighth session a report on the status of the Convention.

3. By its resolution 1993/89 of 10 March 1993, the Commission on Human Rights requested the Secretary-General to provide all facilities and assistance necessary for the promotion of the Convention, through the World Public Information Campaign for Human Rights and the programme of advisory services in the field of human rights; invited specialized agencies and other organizations of the United Nations system, as well as intergovernmental and non-governmental organizations, to intensify their efforts with a view to disseminating information on the Convention and to promoting understanding thereof; and requested the Secretary-General to submit to the Commission at its fiftieth session a report on the status of the Convention.

4. As at 1 August 1993, the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families had been ratified by Morocco, acceded to by Egypt and signed by Mexico.

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